

M e m o r a n d u m

To: Panel Members

Date: January 26, 2007

From: Diana Torres, Manager

Agr. No.: ET07-0265

Analyst: R. Negrete

Subject: ONE-STEP AGREEMENT FOR \$50,000 OR LESS

CONTRACTOR:

- Contractor's Legal Name: Dorel Industries
- Type of Industry: Manufacturing
- Nature of Business: Manufacturer of youth furniture and equipment
- Contractor's Total Number of Full-Time Employees: 4,800
 - *Worldwide* 4,800
 - *In California* 75
 - *Number to be trained:* 70
- Turnover Rate: 13%
- Repeat Contractor: No

CONTRACT:

- Training Project Profile: Retraining: Companies W/Out-Of-State Competition
- ETP Funding Amount: \$49,140
- Employer Contribution: \$51,650
- Average Cost per Trainee: \$702
- Range Of Hourly Wages At Retention: \$12.38 to \$36.05
- Health Benefits: \$1.75
- Occupations to be Trained: Equipment Operators, Manufacturing Staff, Administrative Staff, Supervisors, Managers
- Training Menu: Business Skills, Computer Skills, Continuous Improvement, Management Skills, Manufacturing Skills

- Range of Hours: 8 - 60
- County(ies) Served: San Bernardino
- Union Representation: No
- Subcontractor: Ocean Consulting Group
- Third Party Services: Ocean Consulting Group

NARRATIVE:

Dorel Industries (Dorel) manufactures youth furniture and equipment such as baby beds, high chairs, strollers, storage carts, nursery lamps, swings, and monitors. The company qualifies for standard ETP funding as a North American Industry Classification System manufacturer retraining current employees.

According to Dorel representatives, the company needs to retrain its employees in high performance workplace skills to meet customer demands for high quality products and to remain competitive. Dorel management and consultant staff developed a Menu Curriculum consisting of 8 – 60 hours of Business Skills, Computer Skills, Continuous Improvement, Management Skills and Manufacturing Skills training to train 70 retrainees at the company's Ontario facility.

Commitment to Training

Company representative states that ETP funding will not displace its own training resources. Dorel normally provides training including: new employee orientation, safety, and basic job skills training, new product updates and new product training for all employees. In addition, it provides sexual harassment prevention, Sarbanes – Oxley requirements, human resources management procedures and employee discipline training for company managers and supervisors. Company funded training is provided by in house staff. Due to resource constraints, the quantity and effectiveness of the training is limited. Consequently, the company is requesting ETP funds to achieve its long-term strategic plans and corporate goals and to adapt to a high performance workplace.